

**To:** Ackerman, Joyce[Ackerman.Joyce@epa.gov]  
**From:** Way, Steven  
**Sent:** Thur 2/12/2015 10:35:38 PM  
**Subject:** RE: START personnel and project coverage and Weston management

Joyce,

I can manage around this in the short-term, i.e., the immediate need for work on the Rico Site and Red and Bonita mine site. Given Jan's planned vacation was coming up for the next couple weeks anyway that would have precluded immediate work being performed.

My plan had been to have some of the work being performed earlier; however, I had to respond to ND and tend to another project. I did not have the opportunity to connect with before that; Jan had been awaiting my coming off those situation to layout the work to be performed in the near term.

The notice for her being laid-off was abrupt and without any apparent knowledge of the Denver office, nor any regard for the client or any regard for work that might be on-going. She was locked out of her computer and unable to access files that I might have needed for her to do so before leaving.

Fortunately, the work will hold until March when she returns from vacation, but then the issue of whether she will be rehired is of course open. While anyone is in fact replaceable and we do not get to pick the personnel, the fact is Jan was assigned as the technical lead on at least two of my projects. The manner in which this was implemented and the implication for how we will be left without any transition / consideration is obvious.

Steve

Steven Way

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**From:** Ackerman, Joyce

**Sent:** Thursday, February 12, 2015 2:53 PM

**To:** Way, Steven

**Subject:** Jan Christner

Hi Steve – I think Jan was working on at least two of your projects. Does Weston's action leave you in the lurch? Do we need to demand action immediately, or is there a lull in the work right now? I need to consult Kristin and the contract, but it seems to me that Weston would have to bring somebody else up to speed at their own expense. Of course, I hope they just bring back Jan.

Let me know. Thanks!

Joyce Ackerman

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